



## Six Questions: Schusterman Family Philanthropies

### WHY DO WE EXIST?

**Schusterman Family Philanthropies works in the U.S. and Israel to achieve more just and inclusive societies.**

In the U.S., we address systemic racial, gender and economic inequities to ensure people have true access to equal resources and opportunities. We are also committed to building a more joyful and inclusive Jewish community that lives out Jewish values, strengthens support for Israel and contributes to a more just world. In Israel, we work toward a secure homeland for the Jewish people, a thriving democracy and an inclusive society that cares for its most vulnerable.

Guided by our entrepreneurial, innovative spirit, we listen to, invest in and connect leaders and organizations to pursue long-term solutions as we strive for a future in which both the U.S. and Israel live up to and achieve their highest ideals.

*Read more in the Schusterman Family Philanthropies Culture Book (Our Purpose, pages 6-7).*

### HOW DO WE BEHAVE?

Our work is guided by Schusterman's Core Values of **Impact, Equity, Optimism, Humility and Collaboration**. We have three Cultural Principles that define how we behave and interact within our team and across the organization: **Trustworthy, Excellent** and **Risk-Taking**.

- We strive to be **Trustworthy** by being **caring, open** and **connected** with each other and with the teams we support.
- We strive to be **Excellent** by being **results-focused** and **impactful** in the outcomes we aim to achieve.
- We strive to be **Risk-Taking** by being **innovative** and **curious** in our approach to our work.

*Read more in the Schusterman Family Philanthropies Culture Book (Our Cultural Principles, pages 36-41).*

### WHAT DO WE DO?

**Schusterman Family Philanthropies invests in long-term systemic change in the U.S. and Israel.**

We fund in seven portfolio areas: Criminal Justice, Education, Gender and Reproductive Equity, Israel, Jewish Community, Voting Rights and support for our founders' hometown of Tulsa, Oklahoma.

Within our U.S. Jewish and Israel portfolios, we operate three programs focused on cultivating leaders as well as their commitment to justice and connection to Israel: REALITY, ROI Community and the Schusterman Fellowship.

Our newer advocacy activities in the U.S. are focused on supporting policies, legislation and, at times, elected officials who share our commitment to ensuring people have equitable access to resources and opportunities, as well as to ensuring the strength of the special relationship between the U.S. and Israel.

*Read more in the Schusterman Family Philanthropies Culture Book (Our Work, pages 8-11).*



## HOW WILL WE SUCCEED?

Each team at Schusterman defines success based on the specific goals of their work. As an organization, we will succeed by focusing on systems-level change in each of our portfolio areas through:

- **Ongoing learning**—we listen to and learn from the people, communities and experts most connected to an issue;
- **Long-term investments**—we make long-term investments in leaders and organizations best positioned to make an impact;
- **Working in partnership**—we prioritize working as partners with our grantees and collaborating with our peer funders and allies; and
- **Embedding equity**—we see equity as both an outcome we seek to advance and also how we strive to approach our work.

*Read more in the Schusterman Family Philanthropies Culture Book (Our Approach, pages 14-17).*

## WHAT IS OUR PRIORITY NOW?

In both the U.S. and Israel, we are engaging in learning journeys to help us deepen our understanding of how issues of diversity, equity and inclusion show up in and impact each society.

In the U.S., we are engaging in **Race, Equity, Diversity and Inclusion (REDI)** work so that we are conscious of how our actions are influenced and impacted by the history of racism and systemic oppression in the United States. While our REDI change work is specifically anchored on race, our commitment to equity extends to all facets of diversity, including gender. In Israel, we are engaging in **Diversity, Equity and Inclusion (DEI)** work that is focused on deepening our understanding of the rich diversity of Israeli society, placing it in its unique historical context, and examining the opportunities and complexities it creates.

Our REDI and DEI change work is an ongoing journey that will increase awareness and, ultimately, lead to more effective grantmaking and greater impact on the people with whom we work and the fields in which we work.

While our REDI and DEI work is our priority at the organization level, each team has defined specific priorities for their work that are reflected in their annual planning papers.

*Read more in the Schusterman Family Philanthropies Culture Book (Our Values and Equity Statement, pages 28-35).*

## WHO DOES WHAT?

We have worked hard to become one Schusterman, unifying our work under a shared purpose and building a strong culture. As part of this work, we created a **Structure Deck** that shows all of the teams and activities that fit under the Schusterman umbrella, connects our work to our team structure and provides a consistent set of terminology. To accompany the deck, we developed an **Organization Chart**, which lists the staff members that comprise each team.

Together, these documents provide clarity around how our organization is structured, how your work connects to our larger whole and common language to describe our activities and teams.

*Read more in the Schusterman Family Philanthropies Culture Book (Our Structure, pages 42-45).*